

Wellness

Benefits are provided by HealthFitness™

The State of Nebraska wellness program, **wellNEssoptions**, launched in 2009 and has become integral in our efforts to:

1. Create a healthier workforce by encouraging healthy behaviors and the use of preventive care benefits.
2. Control health care costs.

! Eligibility & Participation

All employees and spouses enrolled in a State of Nebraska health plan can participate in **wellNEssoptions**.

To Get Started

Around the time your health plan coverage begins, you and your spouse (if enrolled) will receive a welcome letter from HealthFitness with information about the **wellNEssoptions** program and how to register on www.wellnessoptions.nebraska.gov. On the **wellNEssoptions** website, you can register for your biometric health screening (April-May), complete your on-line health assessment, and enroll in a wellness program designed to help you achieve and maintain a healthy lifestyle.

Follow Your Progress On-line

Track the completion of your progress at www.wellnessoptions.nebraska.gov. After you register and set up your personal settings, you can review your progress on your Rewards tab located in your **wellNEssoptions** website account.



Confidentiality is a Top Priority

Privacy of personal information is our top priority. HealthFitness™ maintains the confidentiality of all personal health information in accordance with federal regulations. This means your personal health information, which is obtained by HealthFitness™, will not be released to the State of Nebraska, except in aggregate form.

What is allowed during work hours?

The following items are allowed for participation during work hours:

- Open Enrollment
- Health assessment
- On-site biometric health screening
- Email HealthFitness using your work e-mail



NOTE: Submitting activities are allowed on a State computer, but are to be done on personal time (lunch time or break). Participation is in no way to be considered part of or arising out of employment for the purposes of workers' compensation or for any other purpose.

The following items are not allowed during work hours:

- Health Advising calls
- Lifestyle Management and Condition Management Coaching calls
- Walk This Way participation - pedometers can be worn during the workday on company time; however, physical activities outside of normal work requirements (example: going for a walk) must be done on personal time (lunch time or break)

If in doubt, refer to your personnel policy, or ask your supervisor.



No Penalties for Poor Health

The Wellness Health Plan qualification criteria is based on active participation and completion of specific wellness programs, and is not based on your individual health factors, health assessment answers or biometric screening results. This means you will not be penalized for having or reporting poor health behaviors, lifestyle risks or conditions. Federal regulations prohibit a group health plan from discriminating among individuals based on their health status. Because the State of Nebraska does not condition eligibility for the Wellness Health Plan upon a participant's ability to meet a health standard, the program meets the nondiscrimination requirements under the Health Insurance Portability and Accountability Act of 1996 ("HIPAA").

Your health plan is committed to helping you achieve your best health. Incentives for participating in the **wellNEssoptions** program are available to all employees. If you think you may be unable to meet a requirement under the **wellNEssoptions** program, you may qualify in a different manner. Please contact a Wellness Specialist at 402-471-4110 or 402-471-4703 and we will work with you and with your doctor to find a wellness program that is right for you in light of your health status.

Wellness Incentives

Employees and spouses who complete the required qualifying steps between April 2016 and March 2017 will be eligible to enroll in the Wellness Health Plan beginning July 1, 2017.

Wellness Health Plan Advantages

- Plan with lowest deductible and annual out-of-pocket maximums
- All blood work is covered up to \$500
- No age restrictions for preventive screenings
- Thyroid testing
- Bone density testing (no age restriction)
- Routine and follow-up mammograms covered at 100%
- Routine and follow-up colonoscopies covered at 100%
- Cholesterol, hypertension, and diabetic medications at a reduced copay or no cost
- Routine prostate cancer screening
- Vision exam with a copay



**WellNEssoptions website
log-in support call:**

866-956-4285 option 1

Qualifying for Wellness Health Plan - July 2017

Group 1: Insurance Effective Prior to 4/1/2016		Due Dates
Complete Biometric Screening Option		4/1/2016 - 5/31/2016
Complete Health Assessment		4/1/2016 - 5/31/2016
Enroll & Complete a Wellness Program		Enroll by 11/30/2016
<ul style="list-style-type: none"> • Coaching • Colorful Choices • Cardio/Strength Tracker • Walk This Way 		Complete by 3/31/2017
Group 2: Insurance Effective 4/1/2016 - 11/1/2016		Due Dates
Complete Health Assessment		11/30/2016
Enroll & Complete a Wellness Program		Enroll by 11/30/2016
<ul style="list-style-type: none"> • Coaching • Colorful Choices • Cardio/Strength Tracker • Walk This Way 		Complete by 3/31/2017
Group 3: Insurance Effective 12/1/2016 - 3/1/2017		Due Dates
No requirements		11/30/2016

2016-17 Wellness Health Plan Premium Savings

Plan Name	Single	Two-Party	Four-Party	Family
Regular Health Plan	\$1,670.88	\$4,428.00	\$3,173.52	\$5,495.52
Wellness Health Plan	\$1,290.72	\$3,420.48	\$2,646.00	\$4,582.32
You Save:	\$380.16	\$1,007.52	\$527.52	\$913.20





Wellness Programs

Colorful Choices

- Focus on nutrition by tracking your daily fruits & vegetables
- Log a minimum of 600 points on-line
- Enroll on-line by November 30, 2016
- All points must be entered on-line by March 31, 2017

Cardio/Strength Tracker

- Maintain or improve your health by being physically active
- Log 60 workouts of at least 30 minutes per day; one credit given per day
- Enroll and log one qualifying workout on-line by November 30, 2016
- All workouts must be entered on-line by March 31, 2017

Walk This Way®

- Boost your activity level by wearing a pedometer and tracking your steps on-line
- Log a minimum of 1,000,000 steps on-line and join the Million Step Club!
- Enroll on-line by November 30, 2016
- All steps must be entered on-line by March 31, 2017

Coaching

- Work with a coach to support and guide you in making lifestyle changes
- Complete and track 10 or more goals with your coach
- All goals must be tracked by March 31, 2017

Lifestyle Management -

choose from over 19 focus areas to improve your health including:

- Tobacco Cessation
- Stress Management
- Unhealthy Fats
- Whole Grains
- Sleep
- Flexibility
- Portion Control

Condition Management - Professional Health Coaches
available to participants who have been diagnosed with any of the following:

- Asthma
- Congestive Heart Failure
- Depression
- Diabetes
- Chronic Obstructive Pulmonary Disease (COPD)
- Coronary Artery Disease (CAD)
- Certain diagnoses of back and neck pain

Enroll by calling 866-956-4285, option 2, by Nov. 30, 2016



Wellness Program Results

Congratulations Wellness Program Participants!

Over 11,000 employees and spouses participated in wellNEssoptions health screenings and health risk assessments offered during April and May 2015.

See how our health and wellness programs are improving the lives of State of Nebraska employees through preventive check-ups, screenings, and increased activity levels:

- Wellness Health Plan participation increased **16%**.
- Over **4,000** employees received a flu shot at a State on-site clinic.
- Over **11,000** participants participated in a wellNEssoptions program.
- Overall Wellness Score increased **1.8%** for 2-year participants. Healthy eating and physical activity are top coaching goals.
- **5,793** participants enrolled in wellNEssoptions coaching programs.
- Wellness & Benefits traveled statewide hosting education meetings and help desks about health plans and wellness.

A Culture of Health & Wellness



Participants walked **over 8.5 billion steps**. 3,923 participants walked 1 million steps or more.

As a result of our wellness program efforts and outcomes, the State of Nebraska is among the leaders across the country in wellness. The State's wellNEssoptions program has received several prestigious national awards including the 2010 and 2012 Gold Well Workplace by the Wellness Council of America, the Innovations Award from The Council of State Governments, and the coveted 2012 C. Everett Koop National Health Award.

Wellness Champions

Employee Wellness & Benefits partners with Wellness Champions from several agencies across the state to provide feedback and help with promoting and supporting a culture of wellness. There are over 140 volunteers who serve as State of Nebraska Wellness Champions! Wellness Champions encourage their co-workers to adopt healthy behaviors in order to positively impact their quality of life. They are also instrumental in providing input on several Wellness Health Plan design enhancements. If you have a strong desire to help others, model a healthy lifestyle and want to help build a culture of wellness within your work area, speak with a Wellness & Benefits Specialist on the Employee Wellness & Benefits team.

Wellness Recognition

Periodically, we learn about success stories from participants who have or are taking control of their lives and are making some pretty amazing lifestyle changes resulting in significant health improvements. For many, it is a life changing experience – almost a second outlook on life. The purpose of the wellness recognition is to encourage, recognize, educate and create a standard of excellence for promoting healthy lifestyles by encouraging active living and healthy choices that shape the future of a culture of wellness within the State of Nebraska workforce.

Annual Wellness Award Banquet

The State continues to enthusiastically support and promote wellness initiatives for its employees. Each year, the State recognizes individuals and agencies for going above and beyond in promoting and establishing a healthy lifestyle during the Annual Wellness Awards Banquet. The wellness recognition recipients, State of Nebraska Agency Wellness Champions, and Agency Directors (for those agencies with objective measures of health improvements, high wellness program participation percentage and participation growth) are recognized each year at the banquet.

